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STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

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The State of New Jersey Announces Groundbreaking Workplace Gender Transition Guidelines

TRENTON --- As a part of an ongoing effort to advance the promotion of inclusive employment practices within the State workforce, the N.J. Civil Service Commission has issued the State of New Jersey Workplace Gender Transition Guidelines.

The Workplace Gender Transition Guidelines are intended to address questions that may arise from managers, supervisors, and colleagues with respect to gender transition within the workplace. Comprehensive information is provided to assist organizations in supporting the rights of employees as well as providing guidance on language and tools concerning transgender, gender non-conforming, or gender non-binary employees.

Within these guidelines, specific focus is given to promoting and maintaining an environment of support based on the transitioning employee's preferences and needs. A workplace transition plan will be implemented by agencies and departments for employees who are transitioning.

Other provisions that are included in the transition plan are workplace transition meetings, trainings, sick leave or other appropriate leave, the right to privacy, and restroom access.

This work is a trailblazing effort on behalf of Governor Murphy to ensure that all State employees are treated with the utmost care and given access to necessary protections. The Commission remains clear in its intention to ensure the safety, comfort, and health of all employees, by maximizing workplace integration and minimizing stigmatization. The implementation of these working guidelines, bolstered by a sincere appreciation for diversity, remains a part of Governor Murphy's agenda for a stronger, fairer New Jersey.

"The Workplace Gender Transition Guidelines represent the Civil Service Commission's commitment to holding a clear vision for inclusivity," said CSC Chair/Chief Executive Officer Deirdré Webster Cobb

Esq. “We are excited to utilize this helpful set of guidelines in creating a more supportive environment for those transitioning within our workforce.”

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